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[*on the report of the Second Committee (A/72/424/Add.2)*]

72/234. Women in development

The General Assembly,

Recalling its resolutions 50/104 of 20 December 1995, 52/195 of 18 December 1997, 54/210 of 22 December 1999, 56/188 of 21 December 2001, 58/206 of 23 December 2003, 59/248 of 22 December 2004, 60/210 of 22 December 2005, 62/206 of 19 December 2007, 64/217 of 21 December 2009, 66/216 of 22 December 2011, 68/227 of 20 December 2013, 69/236 of 19 December 2014 and 70/219 of 22 December 2015 and all its other resolutions on women in development, and the resolutions and agreed conclusions adopted by the Commission on the Status of Women, including those adopted most recently at its sixty-first session, as well as the declarations adopted at its forty-ninth,[1] fifty-fourth[2] and fifty-ninth sessions,[3]

Reaffirming its resolution 70/1 of 25 September 2015, entitled "Transforming our world: the 2030 Agenda for Sustainable Development", in which it adopted a comprehensive, far-reaching and people-centred set of universal and transformative Sustainable Development Goals and targets, its commitment to working tirelessly for the full implementation of the Agenda by 2030, its recognition that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development, its commitment to achieving sustainable development in its three dimensions — economic, social and environmental — in a balanced and integrated manner, and to building upon the achievements of the Millennium Development Goals and seeking to address their unfinished business,

Welcoming and recalling the commitments made in the 2030 Agenda for Sustainable Development to promote gender equality and the empowerment of

[1] See *Official Records of the Economic and Social Council, 2005, Supplement No. 7* and corrigendum (E/2005/27 and E/2005/27/Corr.1), chap. I, sect. A.

[2] Ibid., *2010, Supplement No. 7* and corrigendum (E/2010/27 and E/2010/27/Corr.1), chap. I, sect. A.

[3] Ibid., *2015, Supplement No. 7* (E/2015/27), chap. I, sect. A.

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women and girls, including through the Sustainable Development Goal to achieve gender equality and empower all women and girls and the commitments to gender equality and the empowerment of women and girls made across the Sustainable Development Goals,

Reaffirming its resolution 69/313 of 27 July 2015, by which it endorsed the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, which is an integral part of the 2030 Agenda for Sustainable Development, supports and complements it, helps to contextualize its means of implementation targets with concrete policies and actions, and reaffirms the strong political commitment to address the challenge of financing and creating an enabling environment at all levels for sustainable development in the spirit of global partnership and solidarity,

Reaffirming also the recognition in the Addis Ababa Action Agenda that gender equality and the empowerment of all women and girls and women's full and equal participation and leadership in the economy are vital to the achievement of sustainable development and significantly enhance economic growth and productivity,

Reaffirming further the Beijing Declaration and Platform for Action,[4] the outcomes of the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century"[5] and the international commitments made at relevant United Nations summits and conferences in the area of gender equality and the empowerment of women, including in the Programme of Action of the International Conference on Population and Development[6] and the key actions for its further implementation,

Reaffirming the importance of supporting Agenda 2063, adopted by the Assembly of Heads of State and Government of the African Union, as well as its 10-year plan of action, as a strategic framework for ensuring a positive socioeconomic transformation in Africa within the next 50 years, its continental programme, embedded in the resolutions of the General Assembly on the New Partnership for Africa's Development,[7] and regional initiatives, which promote gender equality and the empowerment of women and girls,

Welcoming the Paris Agreement[8] and its early entry into force, encouraging all its parties to fully implement the Agreement, and parties to the United Nations Framework Convention on Climate Change[9] that have not yet done so to deposit their instruments of ratification, acceptance, approval or accession, where appropriate, as soon as possible,

Welcoming also the New Urban Agenda, adopted at the United Nations Conference on Housing and Sustainable Urban Development (Habitat III), held in Quito, Ecuador, from 17 to 20 October 2016,[10]

Recalling its resolution 71/243 of 21 December 2016 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, which reaffirms that promoting gender equality and the empowerment of all women and girls, in accordance with the Beijing Declaration and

[4] *Report of the Fourth World Conference on Women, Beijing, 4–15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

[5] Resolution S-23/2, annex, and resolution S-23/3, annex.

[6] *Report of the International Conference on Population and Development, Cairo, 5–13 September 1994* (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

[7] A/57/304, annex.

[8] Adopted under the UNFCCC in FCCC/CP/2015/10/Add.1, decision 1/CP.21.

[9] United Nations, *Treaty Series*, vol. 1771, No. 30822.

[10] Resolution 71/256, annex.

Platform for Action and the outcomes of relevant United Nations conferences and resolutions of the General Assembly, including through investing in the development of women and girls and promoting their economic and political participation and equal access to economic and productive resources and education, is of fundamental importance and has a multiplier effect for achieving sustained and inclusive economic growth, poverty eradication and sustainable development,

Noting the importance of the organizations and bodies of the United Nations system, in particular its funds and programmes and the specialized agencies, in facilitating the advancement and empowerment of women in development in line with resolution 71/243 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system,

Reiterating the importance and value of the mandate of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), welcoming the leadership of UN-Women in providing a strong voice for women and girls at all levels, and reaffirming its important role in leading, coordinating and promoting accountability of the United Nations system in its work on gender equality and the empowerment of women,

Taking note of the reports of the High-level Panel on Women's Economic Empowerment, which outline the transformative impact of unlocking the potential of women and girls to participate in the economy and achieve financial independence in the implementation of the 2030 Agenda for Sustainable Development,

Strongly condemning the persistence and pervasiveness of violence against women and girls, stressing the need to eliminate all forms of violence against all women and girls in public and private spaces, and encouraging Member States to adopt specific preventive measures to protect women, youth and children from any form of abuse, including sexual abuse, exploitation, trafficking and violence,

Recognizing that the remaining effects of the world financial and economic crises have the potential to undermine progress towards achieving the internationally agreed development goals, including the Sustainable Development Goals, and that women remain especially affected by the slow pace of the global economic recovery,

Underlining that, globally, the gross domestic product growth rate could increase significantly if every country achieved gender equality, and recognizing that the economic and social losses owing to a lack of progress in achieving gender equality and the empowerment of women and girls are significant,

Reaffirming the provisions concerning the pursuit of full and productive employment and access to decent work and social protection for all in the outcome document of the United Nations Conference on Sustainable Development, and calling upon States to adopt forward-looking macroeconomic policies that promote sustainable development and lead to sustained, inclusive and equitable economic growth, increase productive employment opportunities and promote agricultural and industrial development,

Recognizing that men and women workers should have equal access to quality education, skills training, health-care services, social security, fundamental rights at work, social and legal protections, including occupational safety and health, and decent work opportunities, as well as, inter alia, equal pay for equal work or work of equal value and equal opportunities for employment, leadership positions and decision-making at all levels,

Recognizing also that, in general, women and girls undertake a disproportionate share of unpaid care and domestic work and that women spend less time in paid work, and that this unequal distribution of unpaid care and domestic work contributes to

greater time burdens on women and substantially limits their participation in the social, political and economic spheres, and acknowledging the need to implement concrete measures to recognize, reduce and equitably redistribute the disproportionate share of unpaid care and domestic work done by women, including through the promotion of the equal sharing of responsibilities between women and men and by prioritizing, inter alia, social protection policies and infrastructure development,

Noting with concern that women are often disproportionately affected by desertification, deforestation, climate change and natural disasters owing to gender inequalities and the dependence of many women on natural resources for their livelihoods, emphasizing the need to address disaster risk reduction and the building of resilience in the case of disasters with a renewed sense of urgency in the context of sustainable development and poverty eradication, and recognizing the need to better understand the effects of natural disasters on women and to reduce their vulnerability to natural disasters by increasing their access to information and facilitating more effective protection, assistance and evacuation measures,

Reaffirming that in nutrition and other related policies special attention should be paid to the empowerment of women and girls, thereby contributing to women's full and equal access to social protection and resources, including income, agricultural inputs, land, water, finance, education, training, science and technology and health-care services, thus promoting food security and health,

Recognizing that the feminization of poverty persists and that the eradication of poverty in all its forms and dimensions, including extreme poverty, is an indispensable requirement for women's economic empowerment and sustainable development, and acknowledging the mutually reinforcing links between the achievement of gender equality and the empowerment of all women and girls and the eradication of poverty,

Recognizing also, in this context, the importance of respect for all human rights, including the right to development, and of a national and international environment that promotes, for women and girls, inter alia, justice, gender equality, equity, civil and political participation and civil, political, economic, social and cultural rights and fundamental freedoms in order to achieve gender equality and the advancement and empowerment of women and girls,

Recognizing further the challenges and obstacles to changing discriminatory attitudes, negative social norms and gender stereotypes, which perpetuate multiple and intersecting forms of discrimination against women and girls and stereotypical roles of men and women, and stressing that challenges and obstacles remain in the implementation of international standards and norms to eliminate gender inequality,

Recognizing that poverty eradication and the achievement and preservation of peace are mutually reinforcing, and recognizing also that peace is inextricably linked to gender equality and the empowerment of women and to development,

Reiterating the pledge that no one will be left behind, reaffirming the recognition that the dignity of the human person is fundamental, and the wish to see the Goals and targets met for all nations and peoples and for all segments of society, and recommitting to endeavour to reach the furthest behind first,

Recommitting to ensuring that no country or person is left behind and to focusing our effort where the challenges are greatest, including by ensuring the inclusion and participation of those who are furthest behind,

1. *Takes note* of the report of the Secretary-General;[11]

2. *Reaffirms* that the realization of gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Sustainable Development Goals and targets,[12] that the achievement of full human potential and of sustainable development is not possible if one half of humanity continues to be denied its full human rights and opportunities, that women and girls must enjoy equal access to quality education, economic resources and political participation, as well as equal opportunities with men and boys for employment, leadership positions and decision-making at all levels, that it will work for a significant increase in investments to close the gender gap and strengthen support for institutions in relation to gender equality and the empowerment of women at the global, regional and national levels, that all forms of discrimination and violence against women and girls will be eliminated, including through the engagement of men and boys, and that the systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda is crucial;

3. *Also reaffirms* the commitment to promoting social inclusion in domestic policies and to promoting and enforcing non-discriminatory laws, social infrastructure and policies for sustainable development, as well as to enabling women's full and equal participation in the economy and their equal access to decision-making processes and leadership;

4. *Emphasizes* the need to link policies on economic, social and environmental development to ensure that all people, in particular women and children living in poverty and in vulnerable situations, benefit from inclusive economic growth and development, in accordance with the goals of the Monterrey Consensus of the International Conference on Financing for Development,[13] the Doha Declaration on Financing for Development: outcome document of the Follow-up International Conference on Financing for Development to Review the Implementation of the Monterrey Consensus[14] and the Addis Ababa Action Agenda of the Third International Conference on Financing for Development;[15]

5. *Reaffirms* that achieving gender equality, empowering all women and girls and the full realization of their human rights are essential to achieving sustained, inclusive and equitable economic growth and sustainable development, reiterates the need for gender mainstreaming, including targeted actions and investments in the formulation and implementation of all financial, economic, environmental and social policies, and further reaffirms the commitment to adopting and strengthening sound policies and enforceable legislation and transformative actions for the promotion of gender equality and the empowerment of women and girls at all levels to ensure women's equal rights, access and opportunities for participation and leadership in the economy and to eliminate gender-based violence and discrimination in all its forms;

6. *Stresses* the importance of the creation by Governments, international organizations, including the United Nations, the private sector, non-governmental organizations, trade unions and other stakeholders of a favourable and conducive national and international environment in all areas of life for the effective integration of women and girls in development, and of their undertaking and disseminating a gender analysis of legislation, policies and programmes related to macroeconomic

[11] A/72/282.

[12] See resolution 70/1.

[13] *Report of the International Conference on Financing for Development, Monterrey, Mexico, 18–22 March 2002* (United Nations publication, Sales No. E.02.II.A.7), chap. I, resolution 1, annex.

[14] Resolution 63/239, annex.

[15] Resolution 69/313, annex.

stability, structural reform, taxation, investments, including foreign direct investment, and all relevant sectors of the economy;

7. *Calls upon* Member States, the United Nations system and other international and regional organizations, within their respective mandates, and all sectors of civil society, including non-governmental organizations, as well as all women and men, to fulfil their respective commitments to intensify their contributions to the implementation and follow-up of the Beijing Declaration and Platform for Action,[4] the outcomes of the twenty-third special session of the General Assembly[5] and the Programme of Action of the International Conference on Population and Development[6] as well as the outcomes of their reviews;

8. *Recognizes* the importance of the full engagement of men and boys as strategic partners, allies, agents and beneficiaries of change for the achievement of gender equality and the empowerment of all women and girls, and commits to taking measures to fully engage men and boys in efforts to achieve the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action, the outcome document of the twenty-third special session of the General Assembly, the declarations adopted by the Commission on the Status of Women on the occasions of the tenth,[1] fifteenth[2] and twentieth[3] anniversaries of the Fourth World Conference on Women and the 2030 Agenda;

9. *Also recognizes* the mutually reinforcing links between gender equality and the empowerment of all women and girls and poverty eradication, as well as the need to elaborate and implement, where appropriate, in consultation with all relevant stakeholders, participatory, comprehensive gender-sensitive poverty eradication strategies that address social, structural and macroeconomic issues in order to ensure an adequate standard of living for women and girls throughout the life cycle, including through social protection systems;

10. *Urges* States to scale up efforts to accelerate the transition of women from informal employment to formal employment, including access to decent work, improved wages, social protection and quality childcare, and to effectively support the recognition, reduction and equitable redistribution of unpaid care and domestic work by women, including through sustained investments in the care economy;

11. *Recognizes* that unremunerated work, including unpaid care and domestic work, plays an essential role in improving well-being in the household and in the functioning of the economy as a whole, and acknowledging the need to recognize and consider, where appropriate, policies and programmes that would contribute to reducing the unequal burden of unremunerated work, including unpaid care and domestic work, for which women and girls continue to carry a disproportionately high level of responsibility, and to promote shared responsibility within the household;

12. *Also recognizes* the critical role and contribution of agricultural development and of rural women, including smallholders and women farmers, and indigenous women and women in local communities, and their traditional knowledge in enhancing agricultural and rural development, improving food security and eradicating rural poverty, recognizes the critical role of rural women in agricultural development, and stresses the importance of reviewing agricultural policies and strategies to ensure that women's critical role in providing food security and nutrition is recognized and addressed as an integral part of both short- and long-term responses to food insecurity, malnutrition, excessive price volatility and food crises in developing countries;

13. *Reaffirms* the need to end hunger and famine and achieve food security as a priority, and to end all forms of malnutrition, and in this regard acknowledges the important role of the Committee on World Food Security, recalls the Rome

Declaration on Nutrition and the Framework for Action[16] and the importance of the United Nations Decade of Action on Nutrition (2016–2025), and reaffirms the commitment to devote resources to developing rural areas and sustainable agriculture and fisheries and supporting smallholder farmers, especially women farmers, herders and fishers in developing countries, particularly the least developed countries;

14. *Stresses* the need to take action to prevent and eliminate all forms of violence and discrimination against women and girls, including in the world of work, through the strengthening of institutional mechanisms and legal frameworks, given that violence and discrimination, including multiple and intersecting forms of discrimination, against women and girls in private and public spaces are a major impediment to the achievement of the empowerment of women and girls and their social and economic development that no country has managed to eliminate, and encourages the adoption of specific preventive measures to protect women and girls, youth and children from violence, abuse and neglect, sexual abuse, exploitation, harassment, trafficking in persons and harmful practices, such as child, early and forced marriage and female genital mutilation, taking into account the need to address negative social norms, structural barriers and gender stereotypes that affect women in the world of work and to develop measures to promote the re-entry of victims and survivors of violence into the labour market;

15. *Recognizes* that investment in health contributes to reducing inequality and increasing sustainable and inclusive economic growth and to social development, environmental protection and the eradication of poverty, hunger and malnutrition, and urges Governments to provide equal access to adequate health-care services for women and girls in order to achieve the realization of the right to the enjoyment of the highest attainable standard of physical and mental health;

16. *Also recognizes* that achieving the highest attainable standard of physical and mental health, through, inter alia, equitable and universal access to affordable and quality health-care services and preventive health-care information, including in the area of sexual and reproductive health, is critical to women's economic advancement and empowerment, that a lack of economic empowerment and independence increases women's vulnerability to a range of negative consequences, including violence and the risk of contracting HIV and AIDS, and that the neglect of women's full enjoyment of human rights severely limits their opportunities in public and private life, including the opportunities for receiving an education and for achieving economic and political empowerment;

17. *Expresses deep concern*, that, globally, women and girls are still the most affected by the HIV and AIDS epidemic, that they bear a disproportionate share of the caregiving burden and that they are more vulnerable to violence, stigmatization, discrimination, poverty and marginalization from their families and communities as a result of the epidemic, notes that progress towards gender equality and the empowerment of all women and girls has been unacceptably slow and that the ability of women and girls to protect themselves from HIV continues to be compromised by physiological factors, gender inequalities, including unequal power relations in society between women and men and boys and girls, and unequal legal, economic and social status, insufficient access to health-care services, including sexual and reproductive health, and multiple and intersecting forms of discrimination and violence in the public and private spheres, including trafficking in persons, sexual violence, exploitation and harmful practices, and calls upon Governments and the international community to urgently scale up responses towards achieving the goal of

[16] World Health Organization, document EB136/8, annexes I and II.

universal access to comprehensive HIV prevention, treatment, care and support and to ending the HIV and AIDS epidemic by 2030;

18. *Urges* Governments and all sectors of society to promote and pursue gender-based approaches to the prevention and control of non-communicable diseases based on appropriately disaggregated data, including by sex and age, in their efforts to address the critical differences in the rapidly growing magnitude of non-communicable diseases, including cardiovascular diseases, cancers, chronic respiratory diseases and diabetes, which affect people of all ages, gender, races and income levels, as noted in the political declaration of the high-level meeting of the General Assembly on the prevention and control of non-communicable diseases,[17] and notes that people living in vulnerable situations, in particular in developing countries, bear a disproportionate burden and that non-communicable diseases can affect women and men differently, because, inter alia, women bear a disproportionate share of the burden of caregiving;

19. *Expresses deep concern* that maternal health remains one area constrained by some of the largest health inequities in the world, and over the uneven progress in improving newborn, child and maternal health, in this context calls upon States to implement their commitments to prevent and reduce newborn, child and maternal mortality and morbidity, and in this regard takes note with appreciation of commitments in support of the Global Strategy for Women's, Children's and Adolescents' Health (2016–2030), as well as national, regional and international initiatives contributing to the reduction in the number of maternal deaths and deaths of the newborn and children under 5 years of age;

20. *Encourages* Governments, with the support of their development partners, to invest in appropriate infrastructure and other projects, including the provision of water and sanitation for all to rural areas and urban slums, in order to increase health and well-being, relieve the workload of women and girls and release their time and energy for other productive activities, including entrepreneurship;

21. *Expresses deep concern* that the lack of adequate sanitation facilities and related challenges, such as water scarcity and unsafe water, disproportionately affect women and girls, including their labour force and school participation rates, and increase their vulnerability to violence, and in this regard calls for the strengthening of efforts to achieve sanitation for all and to end open defecation, paying special attention to women and girls, through efforts to ensure access to sanitation and hygiene facilities, including menstrual hygiene management;

22. *Urges* all Governments to eliminate discrimination against women and girls in the field of education and to ensure their safe and equal access to, and encourage their participation in, all levels of education, including technical, vocational, tertiary and non-formal education and training, including in the fields of business, trade, administration, information and communications technologies, science, technology, engineering and mathematics and other new technologies, to eliminate gender inequalities at all levels and to eradicate poverty and allow women's full and equal contribution to, and equal opportunity to benefit from, development;

23. *Recognizes* the need to build dynamic, sustainable, innovative and people-centred economies, promoting youth employment and women's economic empowerment, in particular, and decent work for all, and to ensure that labour market regulations and social provisions create a level playing field for women, for example, by enacting and enforcing minimum wage legislation, eliminating discriminatory

[17] Resolution 66/2, annex.

wage practices and promoting measures such as public works programmes in order to enable women to cope with recurrent crises and long-term unemployment;

24. *Reaffirms* its commitment to diversity in cities and human settlements, to strengthening social cohesion, intercultural dialogue and understanding, tolerance, mutual respect, gender equality, innovation, entrepreneurship, inclusion, identity and safety and the dignity of all people, as well as to fostering liveability and a vibrant urban economy and to taking steps to ensure that local institutions promote pluralism and peaceful coexistence within increasingly heterogeneous and multicultural societies;

25. *Encourages* Member States to adopt and implement, as appropriate, legislation and policies protecting women's labour and human rights in the workplace, including with respect to minimum wages, social protection and equal pay for equal work or for work of equal value, promoting collective bargaining and providing for recruitment, retention and promotion policies targeting women;

26. *Urges* Member States to adopt and implement legislation and policies, as appropriate, that are designed to promote the reconciliation of work and family responsibilities and that recognize, value, reduce and redistribute women's disproportionate share of unpaid and domestic work and the work burden of women engaged in unpaid work, including domestic and care work, including through increased flexibility in working arrangements, such as part-time work, and the facilitation of breastfeeding for working mothers, to provide support through the development of infrastructure and technology and the provision of public services, including accessible and quality childcare and care facilities for children and other dependants, and to ensure that both women and men have access to social protection and maternity or paternity, parental and other forms of leave and allowances and are not discriminated against when availing themselves of such benefits;

27. *Encourages* Governments, the private sector, non-governmental organizations, trade unions and other stakeholders to promote and protect the rights of women workers, to take action to remove structural and legal barriers to, as well as eliminate stereotypical attitudes towards, gender equality at work, to implement measures to achieve equal pay for equal work or for work of equal value, as well as women's full participation in the formal economy, in particular in economic decision-making and resource allocation, and to take measures to increase women's access to productive resources and assets, including technology, land, property and financial services, including microfinance, as appropriate;

28. *Encourages* the United Nations system and donor countries to support Member States in increasing their investments in gender-responsive policies and programmes, in order to promote full employment and decent work for women, and in delivering relevant social protection and social services;

29. *Urges* Governments to develop, adequately resource and implement active labour market policies on full and productive employment and decent work for all, including the full participation of women and men in both rural and urban areas, as well as policies that encourage the full and equal participation of women and men, including persons with disabilities, in the formal labour market, to enact or strengthen and enforce laws and regulatory frameworks that ensure equality and prohibit discrimination against women, in particular in the world of work, including their participation in and access to labour markets, inter alia, laws and frameworks that prohibit discrimination based on pregnancy, motherhood, marital status or age, as well as other multiple and intersecting forms of discrimination, to take appropriate measures to ensure that women, throughout the life cycle, have equal opportunities for decent work in the public and private sectors, while recognizing that temporary special measures aimed at accelerating de facto equality between men and women

should not be considered discrimination, to address the root causes of gender inequality, gender stereotypes and unequal power relations between men and women and to provide, as appropriate, effective means of redress and access to justice in cases of non-compliance and accountability for violations and abuses of human rights;

30. *Urges* the United Nations system and other international organizations, upon the request of Member States, to support and promote innovative programme responses to ensure women's access to decent work, to recognize, reduce and redistribute the unequal burden of unpaid care and domestic work, to promote gender-responsive social protection initiatives and measures for women and girls and to support and encourage the scaling-up of existing good practice programmes and initiatives;

31. *Encourages* Member States to adopt and/or review and to fully implement gender-sensitive legislation and policies that reduce, through specifically targeted measures, horizontal and vertical occupational segregation and gender-based wage gaps;

32. *Reaffirms* the commitment to women's equal rights and opportunities in political and economic decision-making and resource allocation, to the removal of any barriers that prevent women from being full participants in the economy and to the resolve to undertake legislative and administrative reforms to give women equal rights with men to economic resources, including access to ownership and control over land and other forms of property, credit, inheritance, natural resources and appropriate new technology, encourages the private sector to contribute to advancing gender equality by striving to ensure women's full and productive employment and decent work, equal pay for equal work or for work of equal value and equal opportunities, as well as protecting them against discrimination, sexual harassment and abuse in the workplace, including by supporting the women's empowerment principles established by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the United Nations Global Compact, and encourages increased investment in female-owned companies or businesses;

33. *Encourages* Member States to pursue, by effective means, policies of preventing and eliminating sexual harassment in the workplace, with an emphasis on effective legal, preventive and protective measures, including raising awareness regarding the rights of women who are victims of sexual harassment in the workplace or who are at risk of sexual harassment in the workplace;

34. *Urges* Governments to take measures to facilitate women's access to land and property rights by providing training designed to make the judicial, legislative and administrative system gender-responsive, to provide legal aid for women seeking to claim their rights, to support the efforts of women's groups and networks and to carry out awareness campaigns in order to draw attention to the need for women's equal rights to land and property;

35. *Stresses* the importance of developing and implementing policies and programmes to support women's entrepreneurship, in particular opportunities for new women entrepreneurs, and that lead to business expansion for existing women-owned microenterprises and small and medium-sized enterprises, and encourages Governments to create a climate that is conducive to increasing the number of women entrepreneurs and the size of their businesses by providing them with training and advisory services in business, administration and information and communications technologies, facilitating networking and information-sharing and increasing their participation on advisory boards and in other forums so as to enable them to contribute to the formulation and review of policies and programmes being developed, especially by financial institutions;

36. *Encourages* all Governments to work towards full and equal access to formal financial services for all women, to adopt or review their financial inclusion strategies, in consultation with relevant stakeholders, and to consider including financial inclusion as a policy objective in financial regulation, in accordance with national priorities and legislation, encourages commercial banking systems to serve all, including those who currently face barriers to accessing financial services and information, and to support microfinance institutions, development banks, agricultural banks, mobile network operators, agent networks, cooperatives, postal banks and savings banks, as appropriate, also encourages the use of innovative tools, including mobile banking, payment platforms and digitalized payments, and the expansion of peer learning and experience-sharing among countries and regions, including regional organizations, commits itself to strengthening capacity development for developing countries, including through the United Nations development system, and encourages mutual cooperation and collaboration between financial inclusion initiatives;

37. *Urges* Governments and all relevant stakeholders to take all appropriate measures to eliminate discrimination against women with regard to their access to all types of financial services and products, including bank loans, bank accounts, mortgages and other forms of financial credit, regardless of their economic and social status, to support women's access to legal assistance and to encourage entities in the financial sector to mainstream gender perspectives in their policies and programmes;

38. *Recognizes* the role of microfinance, including microcredit, in the eradication of poverty, the empowerment of women and the generation of employment, notes in this regard the importance of sound national financial systems, and encourages the strengthening of existing and emerging microcredit institutions and their capacities, including through the support of international financial institutions;

39. *Urges* Governments to ensure that microfinance programmes focus on the development of savings products that are safe, convenient and accessible to women and that support women's efforts to retain control over their savings;

40. *Recognizes* that women and girls account for almost half of all international migrants at the global level and the need to address the special situation and vulnerability of migrant women and girls by, inter alia, incorporating a gender perspective into policies and strengthening national laws, institutions and programmes to prevent and combat gender-based violence, trafficking in persons and discrimination against women and girls, and calls upon Governments to strengthen efforts to protect the rights of, and ensure decent work conditions for, domestic workers, including migrant women and girls, in relation to, inter alia, working hours, working conditions and wages, and to promote access to health-care services and other social and economic benefits;

41. *Also recognizes* the special needs of women and girls living in areas affected by complex humanitarian emergencies and in areas affected by terrorism, and that global health threats, climate change, more frequent and intense natural disasters, conflicts, violent extremism, as and when conducive to terrorism, and related humanitarian crises and the forced displacement of people threaten to reverse much of the development progress made in recent decades and have particular negative impacts on women and girls that need to be comprehensively assessed and addressed;

42. *Encourages* Member States and the United Nations system to ensure systematic attention to, recognition of and support for the crucial role of women at all levels and at all stages in the prevention and resolution of conflict, in mediation and peacebuilding efforts and in the rebuilding of post-conflict societies, inter alia, by

promoting women's capacity, leadership, participation and engagement in political and economic decision-making and by preventing, combating and eliminating sexual and gender-based violence in armed conflict and post-conflict situations, and, in this regard, to promote and facilitate an active and visible policy of mainstreaming a gender perspective into all policies and programmes;

43. *Encourages* Governments and all sectors of society to take sustainable measures to ensure equal access to full and productive employment and decent work on an equal basis and ensure that labour markets and work environments are open, inclusive and accessible to persons with disabilities, and to take positive measures to increase the employment of women with disabilities and to eliminate discrimination on the basis of disability with regard to all matters concerning all forms of employment, including recruitment, retention and promotion, and the provision of safe, secure and healthy working conditions, in consultation with relevant national mechanisms and organizations of persons with disabilities, including by promoting access to inclusive education systems, skills development and vocational and entrepreneurial training, in order to enable persons with disabilities to attain and maintain maximum independence, as noted in the Convention on the Rights of Persons with Disabilities[18] and in the 2030 Agenda for Sustainable Development, and notes the need to strengthen efforts aimed at addressing the rights and needs of women and children with disabilities;

44. *Urges* States to promote the integration of a gender perspective into environmental and climate change policies and to strengthen mechanisms and provide adequate resources to ensure the full and equal participation of women in all levels of decision-making on environmental issues, and stresses the need to address the challenges for women and girls posed by climate change;

45. *Stresses* the importance of the full and equal participation of women in decision-making and of gender mainstreaming in the development and implementation of disaster risk reduction, preparedness, response and recovery strategies;

46. *Also stresses* the importance of improving and systematizing the collection, analysis and dissemination of high-quality, accessible, timely and reliable data, disaggregated by income, sex, age, race, ethnicity, migration status, disability, geographic location and other characteristics relevant in national contexts, and of developing gender-sensitive indicators that are specific and relevant with respect to supporting policymaking and national systems for monitoring and reporting on progress and impact, and in this regard encourages developed countries and relevant entities of the United Nations system to provide support and assistance to developing countries, upon their request, with respect to establishing, developing and strengthening their databases and information systems;

47. *Encourages* Governments in cooperation with the United Nations system and other relevant international organizations, upon the request of Governments, to collect, analyse and disseminate sex-disaggregated data and statistics and to assess the impact of associated policy measures on women's:

(a) Social protection and access to decent work;

(b) Unpaid care and domestic work, through regular time-use surveys and the establishment of satellite accounts to assess the contribution of such work to national income;

[18] United Nations, *Treaty Series*, vol. 2515, No. 44910.

(c) Informal employment, disaggregated by sex, income, age, race, ethnicity, migratory status, disability and geographic location;

48. *Urges* all Member States to undertake a gender analysis of national labour laws and standards and to establish gender-sensitive policies and guidelines for employment practices, including for transnational corporations, with particular attention to export-processing zones, building, in this regard, on multilateral instruments, including the Convention on the Elimination of All Forms of Discrimination against Women[19] and conventions of the International Labour Organization;

49. *Urges* Member States to incorporate a gender perspective, commensurate with gender equality goals, into the design, implementation, monitoring, evaluation and reporting of national sustainable development strategies, to ensure alignment between national action plans on gender equality and national development strategies and to encourage the involvement of men and boys in the promotion of gender equality, and in this regard calls upon the United Nations system to support national efforts to develop methodologies and tools and to promote capacity-building and evaluation;

50. *Encourages* Member States to ensure the inclusive and more effective participation of national mechanisms for gender equality and the empowerment of women in the formulation of national development strategies, including strategies aimed at eradicating poverty and reducing inequalities, and to strengthen capacities for gender mainstreaming by allocating adequate financial and human resources to national women's machineries, as well as to, and within, line ministries, establishing and/or strengthening dedicated units for gender equality and the empowerment of women, providing capacity development for technical staff and developing tools and guidelines, and calls upon the United Nations system to support national efforts in this regard;

51. *Also encourages* Member States to continue to increase, as appropriate, the participation of civil society, including women's and youth organizations, in government decision-making processes in national policy areas, including sustainable development;

52. *Encourages* Member States, the United Nations system and donor countries to strengthen and implement gender-responsive planning and budgeting processes and to develop and strengthen methodologies and tools for this purpose, as well as for the monitoring and evaluation of investments for gender equality results, as appropriate, and encourages donors to mainstream a gender perspective into their practices, including joint coordination and accountability mechanisms;

53. *Recognizes* that there is a need for all donors to maintain and deliver on their respective bilateral and multilateral official development assistance commitments and targets and that the full implementation of those commitments will substantially boost the resources available to push forward the international development agenda, and urges countries to track and report resource allocations for gender equality and the empowerment of all women and girls;

54. *Urges* the donor community, Member States, international organizations, including the United Nations, the private sector, non-governmental organizations, trade unions and other stakeholders to strengthen the focus and impact of development assistance targeting gender equality and the empowerment of women and girls through gender mainstreaming and the funding for targeted activities and enhanced dialogue between donors and partners, and also to strengthen the

[19] Ibid., vol. 1249, No. 20378.

mechanisms needed to measure effectively the resources allocated to incorporating gender perspectives in all areas of development assistance;

55. *Recognizes* the need to strengthen the capacity of Governments to incorporate a gender perspective into policies and decision-making, and encourages all Governments, international organizations, including the organizations of the United Nations system, and other relevant stakeholders to assist and support the efforts of developing countries in integrating a gender perspective into all aspects of policymaking, including through the provision of technical assistance and financial resources;

56. *Encourages* the international community, the United Nations system, the private sector and civil society to continue to provide the financial resources necessary to assist Governments in their efforts to meet the development targets and benchmarks agreed upon at the World Summit for Social Development, the Fourth World Conference on Women, the International Conference on Population and Development, the Millennium Summit, the International Conference on Financing for Development, the World Summit on Sustainable Development, the Second World Assembly on Ageing, the twenty-third and twenty-fourth special sessions of the General Assembly, the United Nations Conference on Sustainable Development, the United Nations summit for the adoption of the post-2015 development agenda, at which the outcome document entitled "Transforming our world: the 2030 Agenda for Sustainable Development"[12] was adopted, and other relevant United Nations conferences and summits;

57. *Urges* Member States, the organizations of the United Nations system and non-governmental organizations to accelerate their efforts and to provide adequate resources to increase the voice and full and equal participation of women in all decision-making bodies at the highest levels of government and in the governance structures of international organizations, including by eliminating gender stereotyping in appointments and promotions, to build women's capacity as agents of change and to empower them to participate actively and effectively in the design, implementation, monitoring, evaluation and reporting of national sustainable development, poverty eradication and environmental policies, strategies and programmes;

58. *Urges* multilateral donors and invites international financial institutions, within their respective mandates, and regional development banks to review and implement policies that support national efforts to ensure that a higher proportion of resources reaches women and girls, in particular in rural and remote areas;

59. *Recognizes* the ongoing intergovernmental efforts to achieve gender equality and the empowerment of women and girls, and urges the United Nations system to continue efforts to achieve gender balance in appointments to all categories of staff, including the Professional and higher categories, within the United Nations system at the Headquarters, regional and country levels, bearing in mind the principle of equitable geographical representation and in line with Article 101 of the Charter of the United Nations, with due regard to the representation of women from developing countries, and convinced of the need to guarantee equal opportunities for women and men in gaining access to senior decision-making positions, including to the post of Secretary-General, bearing in mind the need to select the best candidate, and in this regard notes the Secretary-General's system-wide strategy on gender parity;

60. *Calls upon* all organizations of the United Nations system, within their organizational mandates, to mainstream a gender perspective and to pursue gender equality in their country programmes, planning instruments, investment frameworks and sector-wide programmes and to articulate specific country-level goals and targets in this domain in accordance with national development strategies, welcomes the

work of UN-Women with United Nations country teams in assisting Member States, at their request, in the integration of a gender perspective into national development policies and strategies, including sustainable development policies and strategies, in accordance with their national priorities, and stresses its important role in leading, coordinating and promoting the accountability of the United Nations system so as to ensure that the commitment to gender equality and gender mainstreaming translates into effective action throughout the world;

61. *Calls upon* organizations of the United Nations development system, within their organizational mandates, to further improve their institutional accountability mechanisms and to include intergovernmentally agreed gender equality results and gender-sensitive indicators in their strategic frameworks, as set out in its resolution 71/243;

62. *Calls upon* the relevant organizations of the United Nations system, within their respective mandates and resources, to ensure that no one is left behind and no country is left behind in the implementation of the present resolution;

63. *Requests* the Secretary-General to submit to the General Assembly at its seventy-fourth session a report on the implementation of the present resolution, and decides to include in the provisional agenda of its seventy-fourth session, under the item entitled "Eradication of poverty and other development issues", the sub-item entitled "Women in development".

74th plenary meeting
20 December 2017